United Nations CEDAW/C/SWE/5

Convention on the Elimination of All Forms of Discrimination against Women

Distr.: General
18 December 2000

Original: English

Committee on the Elimination of Discrimination against Women

Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Fifth periodic reports of States parties

Sweden*

* The present report is being issued without formal editing.

For the initial report submitted by the Government of Sweden, see CEDAW/C/5/Add.8, which was considered by the Committee at its second session. For the second periodic report submitted by the Government of Sweden, see CEDAW/C/13/Add.6 and Corr.1, which was considered by the Committee at its seventh session. For the third periodic report submitted by the Governemnt of Sweden, see CEDAW/C/18/Add.1, which was considered by the Committee at its twelfth session. For the Fourth periodic report submitted by the Government of Sweden, see CEDAW/C/SWE/4.

00-80205 (E) 190101

Contents

Page

INTRODUCTION 3

Part I 8

Article 1 8

Article 2 (Equal Opportunities Act etc) 8

Article 3 (Women´s enjoyment of human rights) 13

Article 4 (Parental Insurance etc) 15

Article 5 (The role of men) 16

Article 6 (Violence against women) 21

PART II 33

Article 7 (The representation of women) 33

Article 8 (Women in international organisations) 37

Article 9 38

Part III 39

Article 10 (Education) 39

Article 11 (Labour Market etc) 48

Article 12 (Women´s health) 67

Article 13 (Women and economy etc) 69

Article 14 (Rural women etc) 72

Part IV 73

Article 15 73

Article 16 (Marriage etc) 73

INTRODUCTION

The Fifth Report by the Government of Sweden on the measures taken to give effect to the Convention on the Elimination of All Forms of Discrimination against Women confines itself to developments in the field of equality between men and women during the period from the writing of the Fourth Report in 1995 to 2000.

Consequently, articles and sub-paragraphs that cover areas in which no new measures have been taken are not commented upon.

General Developments since 1995

The Swedish Government's overall goal for gender equality remains unchanged: men and women are to have the same rights, obligations and opportunities in all areas of their lives. Among several priority issues, four policy areas have received specific attention in Swedish gender equality policy in the past years. These areas are violence against women, equal pay for equal work or work of equal value, men and gender equality, and gender mainstreaming.

Violence against women

Violence against women is an obstacle to the ongoing development towards equality between women and men. It is also a serious social problem. To take action against this form of criminality is thus a task, which the Government has declared should be given priority. In early 1998 the Government submitted a Bill to the Riksdag (the Swedish parliament), proposing action against violence against women. The Bill, which was adopted by the Riksdag in the spring of 1998, deals with three main issues: domestic violence, prostitution and sexual harassment in working life.

Violence targeted at women occurs, in the majority of cases, in personal relationships and is an expression of the imbalance in couples' power relations. Strong efforts have been made to try to eliminate violence against women. Legislation has been amended and

tightened, preventive measures have been undertaken and women victims are to be treated in better ways than hitherto.

Since 1 January 1999, procuring casual sexual services (prostitution) is prohibited. The prohibition against the purchase of sexual services marks Sweden's attitude towards prostitution; prostitution is not acceptable.

Gender pay differentials

In Sweden, wage setting is regulated by employee and employer organisations. The Swedish Government, however, is involved in creating a dialogue between the two sides as regards wage setting and wage differences between men and women. The Government has taken several steps to eliminate unwarranted wage differentials between men and women. The most central of these include supporting the work of the Equal Opportunities Ombudsman developing high quality wage statistics and developing a gender-neutral job evaluation system.

Men and gender equality

Equality concerns men as well as women. Men's full commitment to gender equality work is a precondition for achieving equality between men and women. That's why the role of men in efforts to achieve equality has had high priority in Swedish equality endeavours for some years now. The Government's efforts to get more men involved in the gender equality issue have focused on persuading more fathers to take out parental leave, on boosting the number of men working in schools and childcare and on supporting men involved in efforts to counter violence against women.

Gender mainstreaming

Every year since 1994 the Government has declared in its annual Statement of Government Policy its political conviction that a gender equality perspective must permeate all aspects of government policy.

From previously focusing on special measures to eradicate gender discrimination and counteract the existence of different conditions for women and men through legislation and active measures, gender equality work will now be a part of the day-to-day political and administrative work. Gender mainstreaming means that a gender perspective shall permeate both political and administrative work at all levels and in all areas, and that the regular staff should carry out the development work. Top management is responsible for ensuring that this happens, in both administrative and development work. The Government has overall responsibility for achieving the gender equality policy objectives, and each minister is, as stated in the last report, responsible for promoting a gender equality perspective in her/his policy area. The Minister for Gender Equality co-ordinates the work and is responsible for the follow-up and further development of gender equality policy.

Mainstreaming is a strategy, a method for achieving the gender equality objectives (please see last report) and means that:

- different conditions and requirements for women and men should be identified
- every question which concerns individuals should be examined from a gender perspective
- the expected consequences of changes for women and men respectively should be analysed

In order to develop working methods for the application of a gender perspective at different national levels, several measures have been undertaken.

- At the end of 1997 the Government appointed a working-group to speed up and facilitate the development of methods for gender equality work. The State Secretary for Gender Equality Issues heads the working group, which will conclude its work in December 2000. Other members of the group include representatives of public authorities, public service agencies and companies at national, regional and local levels.
- Systematic follow-up of the efforts to mainstream a gender equality perspective in all policy fields is necessary in order to pool experience and evaluate the need for

development measures. Each ministry is responsible for following up and evaluating its gender equality efforts. The Division for Gender Equality, which comes under the Minister for Gender Equality, has a proactive, co-ordinating and advisory role in relation to the ministries. The Division follows up the implementation of the committee terms of reference in respect of gender impact, Government Bills, appropriation directions and annual financial reports. Summaries and analyses are fed back to the respective ministries in dialogue form.

- Since 1995 an expert on gender equality issues has been attached to each county administrative board. (For more information please see below.)
- In 1995 the Government allocated 2 million SEK to the Swedish Association of Local Authorities for a project aimed at acquiring new knowledge, developing new methods for gender equality work and permeating the work of the local authorities with a gender perspective. The project produced a tool for gender equality analysis. This tool should make it possible to answer questions about how power is distributed between women and men, how gender influences the formation of structures and organisational solutions, and how norms are set in terms of gender in the various local government activities.

The National Machinery of Gender Equality Work

The Minister for Equality Affairs exercises the overall responsibility for equality affairs. Some changes have been made in the organisation of gender equality work in the Government Offices since our last report. After the 1998 general elections, the Division for Gender Equality was transferred to the Ministry of Industry, Employment and Communications. Its tasks are the same as those mentioned in the Fourth Report from Sweden.

The task of the Equal Opportunities Ombudsman remains unchanged.

The Equal Opportunities Commission operates under the auspices of the Ministry of Industry, Employment and Communications. Its task is presented in Sweden's Second Report.

The task of the Council on Equality Issues is mentioned in Sweden's Fourth Report.

Since 1995 a regional expert on gender equality issues has been attached to each county administrative board. The task of the expert is to support the board in its mandate to promote gender equality measures. All the county administrative boards have drawn up strategies for gender equality in their county.

Miscellaneous

Certain amendments have been made in the Equal Opportunities Act. The amendments mainly concern sexual harassment in working life, prohibition against discrimination, damages resulting from violations of the prohibition against discrimination and wage surveys.

As mentioned in the last report, the Government appointed a Committee of Inquiry to look into the distribution of economic resources between men and women. The result of this work is presented in this report under Article 13.

Part I

Article 1

Please see Sweden's Second Report.

Article 2

For an initial account of Swedish legislation designed to eliminate discrimination against women, please see Article 2 of the previous reports from Sweden.

Amendments have been made to the Equal Opportunities Act since the publication of the Fourth Report. A presentation of these amendments will be provided under Article 2, sub-paragraph (b). The work of the Equal Opportunities Ombudsamn will be presented under sub-paragraph (c).

Sweden signed the optional protocol to the CEDAW on 10 December 1999. A future ratification is being processed within the Government Office.

Article 2 (a)

Please see the Second Report from Sweden.

Article 2 (b)

Amendments to the Equal Opportunities Act

The rules concerning sexual harassment embodied in the Equal Opportunities Act were strengthened in 1998. First, a definition, as follows, was inserted into the Act: *Sexual*

harassment means such unwanted conduct based on sex or unwanted conduct of a sexual nature, that violates the integrity of the employee at work. Improvements were also made to the Act to make it fully evident that every employer is obliged to take active measures to prevent an employee from being exposed to sexual harassment. The employer must make it clear in a general staff policy statement that sexual harassment involving employees cannot in any way be tolerated. This policy must be made known to the employees. It is equally important that routines are devised for dealing with alleged or confirmed sexual harassment. The employer who does not fulfil his or her obligations runs the risk of having to do so under the penalty of a fine. Furthermore, an employer who receives information that an employee has been exposed to sexual harassment by another employee must investigate the circumstances surrounding the alleged harassment. Where necessary, the employer must take such steps as can be reasonably required to prevent continued sexual harassment. An employer who fails to fulfil these obligations is liable to pay damages to an injured employee. Damages are payable for the violation which the neglect of required measures occasioned. An employer may not subject an employee to harassment because the latter has rejected the employer's sexual advances or lodged a complaint about the employer for sex discrimination. In cases where the employer is the one sexually harassing an employee, the rules under the Penal Code concerning molestation or sexual molestation are applicable.

In July 1998, the Swedish Government appointed a commission of inquiry with the task of reviewing certain parts of the Equal Opportunities Act. The commission was, among others, to analyse whether further amendments to the Equal Opportunities Act were required with regards to Community law. A final report was presented in September 1999 (Government Official Report 1999:91). In May 2000 the Government submitted a Bill (1999/2000:143) on amendments to the Equal Opportunities Act to the Riksdag. The Riksdag adopted the Bill 18 October 2000 and the amendments will come into force 1 January 2001.

The amendments include:

- Protection against discrimination of employment applicants shall cover employment applicants during the entire employment process and irrespective of whether or not an employment decision has been taken in the matter. To establish the fact of discrimination, it is not necessary to make an express comparison with a person of the opposite sex.

- In their promotion of equality in working life, employers and employees should encourage the same wage development opportunities for men and women.

- Each year, all employers shall carry out a survey and analysis of regulations and practice regarding wages and wage disparities between men and women who perform jobs which are of equal value at a workplace. The object of the wage survey is to discover, take measures and prevent irrational wage differences and terms of employment between men and women.

- All employers with more than nine employees have to establish an action plan for equal wages.

- General damages to several discriminated persons should not be apportioned equally between them, but rather be paid to each of the persons indivdually,taking into consideration the injury they have suffered.

- A definition of the concept of indirect discrimination shall be incorporated into the legislation.

- The Equal Opportunity Ombudsman will be given the right to enter the workplace in order to carry out investigations.

- Central trade unions, with which employers have entered into collective agreements, shall have standing before the Equal Opportunities Tribunal regarding injunctions subject to conditional fines and also have standing in the District Court for the execution of a fine.

Article 2 (c)

The Equal Opportunities Ombudsman

The duties of the Equal Opportunities Ombudsman were described under this Article in Sweden's second Report. To enable the Equal Opportunities Ombudsman to meet increased workloads, the Government raised the yearly funds granted to the Ombudsman by SEK 5 million starting from 1997. The extra funds have allowed the Ombudsman to intensify their work, especially as regards encouraging employers to take active measures to promote gender equality at the work place. The Equal Opportunities Ombudsman has also been given additional resources for the purpose of upgrading the issue of pay discrimination. The total fund to the Equal Opportunities Ombudsman is SEK 18 million.

Discrimination complaints

The total number of complaints, divided between so-called active measures and discrimination complaints, reported to the Ombudsman continues to rise. The number of cases of active measures rose from 435 in 1997 to 531 in 1998. Of these, 372 cases concerned evaluation of plans of action for equality at the work place. The corresponding numbers for discrimination complaints are 85 and 91, respectively, where complaints of sexual harassment and discriminating leadership account for the increase.

In 1997, one case concerning appointment was concluded in the Labour Court, which the Equal Opportunities Ombudsman lost, and, in 1998, no cases were concluded. During 1999 the Equal Opportunities Ombudsman brought four cases before the Labour Court. Three of these cases concerned wage discrimination. One case, which deals with wage

discrimination of midwives compared with clinical engineers, has been under the examination of the European Court. The Court expressed their support for the Equal Opportunities Ombudsman's opinion that the comparison of wages between midwifes and clinical engineers should be made only on the basic wage and should not include wage compensation for inconvenient working hours. At the end of 2000 the Equal Opportunities Ombudsman will try this case in the Labour Court.

The Equal Opportunities Ombudsman is at present trying three other cases, which also concern wage discrimination, in the Labour Court.

One of the reasons for the increase in complaints of sexual discrimination appears to be the information campaigns launched by the Equal Opportunities Ombudsman. The successful dissemination of information has dispersed knowledge on sexual harassment not only to employees subjected to harassment but also to employers and trade unions.

The Equal Opportunities Ombudsman assists and educates employers from both the private and public sector in promoting gender equality at the work place. In the past three years, the Equal Opportunities Ombudsman has initiated several so-called mass examinations of plans of action for equality in different sectors. Banking and financing, hotel and restaurant business, the national defence, advertising business and information technology are some sectors that have been subject to scrutiny. In connection with these examinations, the Equal Opportunities Ombudsman has offered half-day courses on how to make a plan of action, which has resulted in a qualitative improvement in the plans.

Composition of the Courts

The Labour Court

In 1999, 46 per cent of the 85 members of the Labour Court were women (39 female members) and 54 per cent were men (46 male members). This constitutes a 7-percentage point increase in the share of women since 1995 when 39 per cent of the members were women.

The general administrative courts and the general courts

In 1999, women constituted 26 per cent of the permanent judges in the general administrative courts, as opposed to 74 per cent men. This is a 6-percentage point increase in the share of permanent women judges since 1995. As for the general courts, in 1999 women constituted 17 per cent of the permanent judges compared to 83 per cent men.

Article 2 (d)

Please see Sweden's Second Report and to Article 2, sub-paragraphs (b) and (c) of this report.

Article 2 (e)

Reference is made to Article 2, sub-paragraphs (b) and (c) of this report.

Article 2 (f)

Reference is made to Sweden's Second Report.

Article 2 (g)

Reference is made to Sweden's Second Report.

Article 3

Women's enjoyments of human rights are safeguarded by the Constitution and by several laws, the most central being the Equal Opportunities Act. Family legislation and

legislation in the field of education as well as other laws contain provisions to strengthen the position of women and to promote equality between men and women. The Division for Gender Equality at the Ministry of Industry, Employment and Communications scrutinises all proposals for new legislation, in order to ensure that equality between men and women is addressed. National measures and legislation are dealt with under the respective article.

Sweden will continue to work for the promotion of women's rights issues as an integral part of all UN activities and, in particular, their integration into all UN mechanisms on human rights. Accordingly, Sweden has allocated SEK 2 million to the UNHCHR to support ongoing efforts concerning women's enjoyment of human rights. In addition, Sweden continues to support the work of the UN Special Rapporteur on violence against women and its causes and consequences (for more information on violence against women, please see Article 6).

The Swedish International Development Co-operation Agency (Sida) supports projects and other measures to strengthen the human rights of women, including issues related to female genital mutilation, within the framework of Sweden's development co-operation. In 1998, Sida published a handbook on CEDAW Convention. The handbook explains the convention in the context of other human rights instruments and also gives an update of how some thirty countries have lived up to the convention, according to their own reports, and to general comments from the CEDAW Committee. The booklet has been disseminated widely for use in bilateral development dialogues and, in October 1998, it was presented by the Ministry for Foreign Affairs at a UN/DAC seminar in Rome on a rights-based approach to gender equality.

Article 4

Article 4.1.

Please see Sweden's Second and Third report. Measures aimed at accelerating de facto equality between men and women in different areas are presented under the respective Article.

Article 4.2

For an initial account of Swedish legislation aimed at protecting maternity, please see the previous reports from Sweden. As regards the issue of facilitating for parents to combine work and family commitments please see also article 11.2 sub-paragraph (c) of this report.

Today, parents are entitled to parental benefit for a total of 450 days per child, in addition to the temporary parental benefit, which is used for the care of a sick child. As of January 1998, benefit amounting to 80 per cent of the income of the parent staying at home is payable for 360 of these 450 days, and a fixed daily rate of SEK 60 for the remaining 90 days.

In order to promote fathers' utilization of parental leave and also to facilitate the combination of gainful employment with parenthood, a proposal to extend the right to parental benefit by 30 days is being prepared within the Government Offices. As mentioned in the last report, in principle the right to parental benefit are to be divided equally between the mother and the father. However, parents are able to transfer that portion of parental benefit that is not part of the father's or mother's month to each other. The 30-day extension of the parental benefit would mean that the father, or the mother, would have an exclusive right to a total of 60 days of parental benefit. The Government is also considering reintroducing the "contact days", which are mentioned in the fourth

report. The proposed amendments will come into force 1 January 2002. A Government Bill will be submitted to the Riksdag at the end of 2000.

Article 5

Article 5 (a)

If gender equality is to be attained in all areas and at all levels of society, both men and women must be willing to see changes. Making gender visible is essential to the success of equality efforts. In 1994 the Government decided that all individually based official statistics were to be divided along gender lines unless there were special reasons for not doing so. An inquiry to evaluate the regulation of official statistics, conducted in 1999, concluded in its final report (Swedish National Official Reports 1999:96) that even if there are still some deficiencies most of the individually based official statistics in Sweden are segregated by sex.

Education is a vital tool for combating prejudice. For this reason, since 1994 the Government has organised courses in gender equality studies for ministers, state secretaries, press secretaries and political advisers, personnel at ministries and other parts of the public administration and for the heads and secretaries of central government committees and commissions of inquiry. The purpose of the training is to deepen awareness of women and men's conditions in society, to spread information about gender equality policy objectives and to increase officials' understanding in order to mainstream a gender perspective.

Courses were started in 1998 to train more instructors.

Sex discriminatory advertising

Please see the last report.

Article 5.b

For an initial account of the Swedish parental insurance scheme, please see previous reports from Sweden.

Joint custody

Both parents have custody of a child from birth, if they are married to each other, otherwise the mother alone have custody. If only one of the parents have custody and the parents wish to have joint custody they can apply for joint custody in court. Unmarried parents can obtain joint custody also by a notice to the social welfare committee in conjunction with the committee approving an acknowledgment of paternity. The parents can also obtain joint custody by joint notification to the tax authority. If a decree of divorce is granted between the parents, both parents shall continue to have custody of the child, unless both or one of them applies for joint custody to be discontinued.

The provisions of the Children's and Parents Code relating to custody and contact were amended on 1 October 1998 (Government Bill 1997/98:7). The aim of the amendment was to stress the importance of achieving solutions in agreement and to make it easier for parents. A further aim was to pave the way for an increased application of joint custody and to stress the best interests of the child.

Underlying these amendments is the desire to emphasise that parents have joint responsibility for their children, and should try to solve matters concerning their children in agreement as this is in the best interest of the child. It is obvious that the child's

possibilities of close and good contact with both its parents will be facilitated if the parents can co-operate in matters concerning the child. It goes without saying that the preconditions for such co-operation will be better if the parents themselves can agree on matters concerning the child than if the decision has to be left to a court. Parents may solve questions concerning custody, residence and contact by entering into an agreement approved by the social welfare committee. The agreement must be in writing and signed by both parents. An approved agreement is valid and can be executed as a legally binding court order.

A new provision was introduced into the Children's and Parents code that establishes that the best interest of the child shall be the primary consideration in decisions on all matters relating to custody of children. This provision indicates more clearly than previously that the best interest of the child must always be the basis for decisions. If one of the parents wants a transfer of custody, the court can decide on joint custody or refuse to dissolve joint custody even though one parent opposes this. However, a precondition for the court to go against the will of a parent is that it is in the best interests of the child. The Riksdag has expressed the opinion that joint custody against the will of one of the parents should be precluded if the other parent is subjecting a member of the family to violence, harassment or other abusive treatment.

If the parents have joint custody of the child, the court can decide on the residency of the child. This decision may mean that the child should live with only one of the parents or the child should live alternatively with both the parents. Furthermore the court can decide on contact. This also applies in those cases where the parents have joint custody.

Parental training

Please see also the last report.

Follow-up evaluation of the special father's training projects that were mentioned in the last report indicates that these projects have been well received and that, on average, participating fathers have taken longer parental leaves than those who did not participate. The long-term aim is that father's programmes should become a regular complement to existing parenthood training. Several Counties already provide these programmes.

The National Social Insurance Board was allocated funds by the Government in 1996 for a two-year nation-wide information campaign promoting paternity leave. In co-operation with the local social insurance offices, the Board has offered personal counselling, information meetings in co-operation with maternity clinics, direct information to men who have recently become fathers, advertisement on television and videos. The campaign has been much appreciated.

In 1997, the Government ordered an inquiry into the question of how parental training and other forms of parental support might be developed and encouraged. The subsequent report was entitled " Supporting Parental Training (Swedish National Official Reports 1997:161). The National Institute of Public Health will be assigned to gather and disseminate good examples on parental training, such as the training project for fathers. The Institute will also receive funding to be able to support development projects.

Use of parental benefits

The introduction of the father's month in 1995 is expected to bring about an increase in fathers' utilisation of parental benefits. Since parental benefits are payable until a child's eighth birthday, it is still too early to determine how the father's month has affected men's

utilisation of the system. However, preliminary figures from the National Social Insurance Board indicate that the number of fathers utilizing parental benefit during the first year of the child's life has increased.

The proportion of fathers who take parental leave increases the higher the educational qualifications of both the mother and the father. Those who take parental leave tend to do so for a growing number of days, but from a gender equality point of view, progress is slow. In 1996, the share of parental benefit taken by women was 89 per cent and the share taken by men 11 per cent. The corresponding figures for 1999 were 88 and 12 per cent, respectively. *Temporary* parental benefit, i.e. staying home with a sick child, taken by men and women in the same years was 69 to 31 per cent and 66 to 34 per cent, respectively. Thus it appears that men are more inclined to take temporary parental leave than regular parental leave.

Men and gender equality

The Government has launched a two-year project focusing on men and gender equality work. A reference group of experts is linked to the project. The aim of the project is to increase awareness of the obstacles that exist and of what further measures are required in order to get more men involved in gender equality work. The project is due to end by June 2001.

The Government has granted financial support to several projects aimed at promoting men's utilisation of parental leave, increasing the number of men in child care and schools and supporting men engaged in effort to counteract violence against women.

Article 6

This article will, as in the previous reports from Sweden, deal with matters relating to violence against women.

Over the last decade the number of reported assaults and various forms of sexual offences has increased considerably. Often, a man who has a close relationship with the women concerned commits these offences.

According to statistics on reported crimes, about 20.000 women were subjected to assault in 1999, in 60 per cent of cases by a person with whom they have or have had a close relationship. The number of assaults never reported to the authorities is believed to be high.

A Government Bill on violence against women

The Government submitted a Bill on Violence against Women (Government Bill 1997/98:55) in 1998. The Riksdag adopted the Bill the same year. The Bill is a direct result of the work of the Commission of Inquiry into Prostitution and the Commission on Violence against Women. The Bill deals with a number of issues and has three essential points of departure: improving existing legislation, launching additional preventive measures and offering women subjected to violence better treatment than hitherto. In total, the Government has allocated SEK 41 million in 1998 to implement and to carry out the measures and law amendments.

The legislative changes proposed in the Bill came into force on 1 July 1998. The prohibition on the purchase of sexual services came into force on 1 January 1999. Below is a summery of the Bill on legislative and other measures to counteract violence against women.

Legislation

- A new offence, gross violation of a woman's integrity, has been introduced into the Penal Code. It deals with repeated punishable acts directed by men against women who have or have had a close relationship with the perpetrator. Gross violation of a woman's integrity means that if a man commits certain criminal acts (assault, unlawful threat or coercion, sexual or other molestation, sexual exploitation, et cetera) against a woman to whom he is or has been married or with whom he is or has been cohabiting, he shall be sentenced for gross violation of the woman's integrity, instead of for each single offence he has committed. A necessary condition for sentencing for the new offence is that the acts were part of a repeated violation of the woman's integrity and were intended to seriously damage her self-confidence. The new crime makes it possible for the courts to increase the penal value of these offences in situations where they are part of a process that constitutes a violation of integrity, which is often the case in domestic violence. It will thus also be possible to take the entire situation of the abused woman into account. The penalty is imprisonment for at least six months and at most six years. The new crime does not exclude the possibility of the perpetrator simultaneously being indicted for, for instance, aggravated assault or rape. Since the entry into force of the new provision, a number of judgements have been pronounced on the basis of the provision. During the period of 1 July 1998 and 31 December 1999, 120 were indicted for this crime. 70 of these men were convicted for gross violations of a woman's integrity and the rest were convicted for other crimes, e.g. assault and unlawful threat

- The definition of rape has been widened so that the definition of sexual intercourse is to apply to other sexual acts if, having regard to the nature of the violation and other circumstances, the act in question is comparable with forced sexual intercourse. This means that certain acts, which under previous legislation were defined as sexual coercion, i.e. so-called fist fucking, will now be considered as rape.

- Neglecting to report or otherwise reveal gross sexual offences (rape, aggravated rape, and aggravated sexual exploitation of a minor or grave procuring) has been made a punishable offence.

- A new law prohibits obtaining sexual services for payment. This has aroused considerable interest abroad as it outlaws the act of buying sex and penalises the buyer but not the seller. The punishment for this offence is a fine or imprisonment for up to six months. Attempted offences are also punishable. The offence comprises all forms of sexual services, whether they are purchased on the street, in brothels, in so-called massage-institutes, et cetera. The Government considers that it is not reasonable to punish the person who sells sexual services. In the majority of cases this person is the weaker party who is exploited by those who want only to satisfy their sexual drives. It is also important to motivate prostitutes to seek help to leave their way of life. They should not run the risk of punishment because they have been active as prostitutes. By prohibiting the purchase of sexual services, the Swedish Government believes that prostitution and its damaging effects can be counteracted more effectively than hitherto. The Government is, however, of the view that prohibition can never be more than a supplementary element in the efforts to reduce prostitution and cannot be a substitute for broader social endeavours. The Prohibition on the Purchase of Sexual Services came into force on 1 January 1999. A survey made by the National Board of Health and Welfare shows that street-prostitution has decreased since the new prohibition came into force, but it also shows that the hidden prostitution have increased. The National Police Board has received extra funding for this matter.

- The term "genital mutilation" replaces that of "circumcision" in the law, this is to express the severe nature of the offence. For the same reason, fines have been removed from the scale of punishment. The scale has been made more rigorous by making imprisonment for at most four years the punishment for the normal form of the crime instead of the former two years. For the gross form of the crime, the minimum punishment is now two years instead of one year as before. Preparation,

conspiracy to commit the offence together with neglecting to report or reveal female genital mutilation has also been made punishable offences. Furthermore, the scope of criminal responsibility has been extended to comprise also a person performing genital mutilation abroad, even if the country concerned does not prohibit such practices.

- The social welfare legislation has been supplemented by a provision compelling local social welfare services to provide women who are or have been exposed to violence or other abuse in their home with help and support. The responsibility of the social services is made plain by this provision. As a consequence of the provision, the competence and readiness of the social services to provide counselling for women subjected to violence needs to be further developed.

- A gender-neutral language has been introduced into the Penal Code. The linguistic review of the language in the Penal Code will continue.

- The regulations on sexual harassment set out in the Equal Opportunities Act have been strengthened. For more details, see Article 2, sub-paragraph (b) of this report.

- A Parliamentary Law Committee on Sexual Offences was established in June 1998 with the aim of reviewing the provisions on sexual offences in the Penal Code and to consider whether the legislation needs to be made more stringent in some respects. The Committee will examine to what extent the offence of rape should focus on consent rather than force. It is furthermore required to undertake a study of the courts' practice in the determination of punishment and of the reasoning employed about penal value where sexual offences are concerned. The Committee will also consider the need for introducing a specific offence of trafficking in human beings for the purpose of sexual exploitation despite the fact that such trafficking may already be penalised under other penal provisions. Depending on the individual case, provisions on e.g. kidnapping, unlawful deprivation of liberty, placing a person in a distressful situation, unlawful coercion, unlawful threat and/ or procuring may be applicable.

Finally, the Committee will consider whether or not Sweden should give up the current dual criminality requirement for jurisdiction as far as sex crimes committed abroad against women and children are concerned. The Committee is to submit its final report to the Government by February 2001.

Preventive measures

- In December 1997, the Government charged certain authorities and administrations to undertake common tasks concerning violence against women. The aim is to give concrete expression to the authority's responsibility to take appropriate measures on issues concerning violence against women. The authorities and administrations concerned are the Office of the Prosecutor-General and all prosecution administrations, the National Police Board and all police administrations, the National Council for Crime Prevention, the National Prison and Probation Administration, the Crime Victims Compensation and Support Authority, the National Board of Health and Welfare, the county councils and, in certain respects, the National Courts Administration. Each of these administrations is required to increase its efforts to prevent violence against women, draw up an action plan or policy document for its work on this question, engage in mutual collaboration with other administrations and with relevant voluntary organisations, follow international developments concerning violence against women, and report regularly to the Government on the steps taken. In the spring of 2000 the National Board of Health and Welfare took the initiative of a firmer co-operation between authorities. The aim is to draw up an action programme for the authorities measures and work for an efficient usage of resources. The various authorities meet regularly.

- The National Police Board was charged with making an inventory of efforts made by the police concerning violence against women and reporting the results of the inventory to the Government. The inventory also includes an investigation of the extent to which correct and adequate information is provided for victims of crime. A

first sub-report was submitted in June 1999. The survey shows that in many parts of the country efforts are under way to change attitudes and improve the reception and treatment of women exposed to violence. These efforts aim to: shorten processing times for these matters, speed up decision-making, improve assessment of risk and degree of threat and coordinate local and regional policies in matters concerning rehabilitation for all parties. It is also stated in the report that more time is needed for these efforts.

- The National Police Board is also compiling a crime victim-handbook, which is to be used in police training.

- The National Police Board has been appointed the national reporter for Sweden in accordance with a EU declaration signed jointly by the Ministers for Justice and the Ministers for Equality Affairs. The National Police Board will *inter alia* collect information on the extent of trafficking in women in Sweden, as well as between Sweden and other countries, including outside the EU, and will consider how such trafficking can be prevented and counteracted. It is to report regularly to the Government; so far two reports have been given.

- To prevent and counteract trafficking in human beings is an issue of great importance. A working group has been set up within the Government Offices consisting of representatives of the Ministry of Justice, the Ministry of Health and Social Welfare, the Foreign Ministry and the Ministry of Industry, Labour and Communication. The working group will co-ordinate the efforts in this area during the Swedish presidency of the European Union.

- The National Board of Health and Welfare has been charged with undertaking development work on questions concerning violence against women and prostitution. This work will seek to facilitate the expansion of competence and improvement of methods within the social and health care services. This task includes the initiation and support of collaborative projects, the dissemination of information and closely

following international developments. For the above-mentioned tasks, the Board has been allocated extra funds for the period 1998-2000. After 2000, the tasks are to become part of the Board's routine work.

- In 1998, the Swedish Government assigned to the Swedish National Board of Health and Welfare the task of launching a project aimed at combating female genital mutilation. The three-year project has been launched with the collection and evaluation of already existing professional knowledge and experience in the field. A reference group consisting of the police, prosecutors, schools, et cetera has been created and the next step will be to disseminate information.

- In early 1997, a hearing was organised with respect to violence against migrant women. It seems that these women face a higher risk of being subjected to violence than other women. Foreign women who come to Sweden on account of a link with a person domiciled in the country are, according to regulations on deferred examination of immigrant cases, generally granted a time-limited residence permit that becomes permanent when the relationship has lasted for two years. This is referred to as the two-year rule. Women who have come to Sweden due to a relationship with a man residing in this country and who have been assaulted by that same man often feel forced to remain in the relationship for at least two years for fear of expulsion. In February 1999, a Parliamentary Committee presented a report proposing measures directed at this phenomenon and in January 2000, the Government presented a Bill (1999/2000:43), which was adopted by the Riksdag in March 2000. The amendments came into force 1 July 2000. In the Bill, the Government makes clear that the inquiries as to the seriousness of the relationship between an applicant for a residence permit and her partner who already lives in Sweden must be extended. If necessary, information about the person already residing in Sweden should be collected from the police records. If there is reason to believe that the applicant will be subjected to violence, the application for a residence permit should be rejected, whether or not the relationship appears serious. Furthermore, it should be possible to deviate from the two-year rule in cases where the relationship lasted for less than two years and grant

extended residence permits if the applicant or the child of the applicant has been subjected to violence.

- The National Council for Crime Prevention has been working on improving the official crime statistics. Previously, statistics contained, for example, no information on the sex of victims, only on the perpetrator of various crimes. Since the beginning of 2000 it is possible to discern the sex of perpetrator and victim, their age and relationship.

- The Government has charged the Office of the Prosecutor-General to present regular reports on the number of restraining orders issued and to make suggestions as to how such statistics can be co-ordinated with statistics on breaches of restraining orders.

- Official crime statistics on reported offences can never give a complete picture of the scope of violence against women. Therefore, the Crime Victims Compensation and Support Authority has received the financial means for conducting a special research study, directed specifically at investigating the occurrence of non-reported violence against women, for an assessment of the true nature of this form of criminality and the resources necessary to halt it. The study will be completed in the beginning of 2001.

Improved ways and means of supporting women victims

- In the future, women victims of violence must receive greater empathy and better support from the professional groups with which they come into contact. This can be achieved if personnel receive training in matters concerning violence against women, such as the mechanisms behind gender-specific violence, how to prevent it and how to support women victims of violence. The National Police Board has therefore been assigned, in consultation with the National Courts Administration, the Prosecutor-General and the National Board of Health and Social Welfare, to carry out nation-

wide training at central, regional and local levels for personnel within the criminal justice system and the social welfare and health care services. SEK 6.5 million was allocated in the fiscal budget to the training, 1.5 million of which has been used for training of judges and information to lay assessors.

- The National Board of Forensic Medicine is at present making an effort, in co-operation with the Office of the Prosecutor-General and the National Police Board, to raise the quality of legal certificates. In the cities of Karlstad and Kalmar, doctors have received special training in issuing such certificates. The National Board of Forensic Medicine is to investigate whether issue of legal certificates can be concentrated to a selected number of clinics in the country.

- The National Centre for Battered Women was set up in 1994. The Government has contributed financially to the built up of the Centre, which was supposed to be a model for similar activities in other parts of the country. The aim of the Centre, which is available on a 24-hours-a-day basis, is to receive women who are victims of abuse, rape, et cetera and to contribute to better treatment of such patients within the health care system. In 1998 the Centre received funding of 3 million SEK, after which the Centre was supposed to find other sources of financing its activities. In addition, The Centre received 1 million SEK in 1999.

- There are presently 140 local women's emergency shelters and approximately 25 shelters for young women have been set up during the past years. They constitute a significant form of protection and help for women subjected to violence and their children. The shelters are organised in two national umbrella organisations. The national umbrella organisations receive annual organisational support via the state budget. The local shelters receive funding from the municipality in which they are located, but this support varies from municipality to municipality. They can also apply for state support for development work. One of the women´s shelters organisations has, for example, arranged summer camps since 1997 for women with disabilities and women working in the shelter organisations.

- The Government has decided that projects focusing on violence against women should be given priority when deciding on the distribution of funds from the Crime Victims Compensation and Support Authority. In 1998, 32 projects highlighting violence against women were granted funds from the authority adding up to a total of SEK 3.2 million.

- The fee to the Crime Victims Compensation and Support Authority was raised in July 1999 from SEK 300 to 500 in order to increase the funding to non-governmental organisations, mainly to victim support schemes.

- The National Prison and Probation Administration was charged, in consultation with the National Board for Health and Social Welfare, to survey existing methods of treatment for men sentenced for violent offences against women. The survey was ready in spring 1999. In order to ascertain what methods are suitable and effective, the Government will initiate and fund evaluation of existing methods of treatment for men who commit violent offences against women. The Government is arranging an international conference in December 2000 to find out if there are any international methods that can be used in Sweden.

- The National Council for Crime Prevention was charged with making a study of the practical and technical conditions necessary for electronic monitoring of men who breach a restraining order. The Council submitted its report to the Government in March 1999. The increased risk of detection, which such a form of monitoring implies, can have a deterrent effect as well as providing greater security for the woman concerned. Electronic monitoring would also mean a limitation of the freedom of movement of the perpetrator, instead of, as is often the case today, the woman bearing the responsibility for reporting the breach to the police. However, the initiation of such a project is contingent on access to reliable technology and the possibility of carrying out the surveillance in a practical way. In its report, the Council concluded that the use of electronic monitoring in connection with restraining

orders is feasible with the technology available today but that the monitoring does not offer fully reliable protection. The legal and organisational preconditions have to be judged carefully before testing such a monitoring system in practice. The issue is being processed within the Government Offices.

- A Governmental Commission on Victims of Crime, which was charged with evaluating all measures taken regarding crime victims in the past ten years, presented its official report in 1998. The Government is to present a Bill to the Riksdag in the beginning of year 2001, in which measures aimed at improving the situation for crime victims are proposed.

- The Government has charged the Office of the Prosecutor-General, in co-operation with the National Police Board, with reviewing and improving the routines as regards cases on restraining orders. A working group has been set up. The group has submitted proposals concerning information- and quality assurance routines. The proposals are being further developed within the authorities.

- In recent years, several men's organisations have been created in Sweden for the purpose of helping and supporting men in danger of committing or having committed violent crimes against women. Of these, emergency centres run by men for men, and a Male Network against Male Violence, may be mentioned. As a result of the Bill on Violence against women, the Government has allocated financial support (SEK 1.5 million) to these organisations for projects aiming at counteracting men's violence against women.

- In order to stimulate increased knowledge and a broader debate on men and violence, the Government convened several conferences on the subject in 1997 and 1998. The aim has been to focus particularly on the role of men and men's responsibility with regard to violence against women.

- It is especially important to reach out to young people on issues concerning violence against women. Funding (SEK 2 million) has therefore been granted to projects that relate to, and are initiated by, young people and their organisations on issues related to violence against women. In February 1999, five projects, which had been granted in total SEK 1 million to work in a preventive way against violence against women, presented their work at a conference for adolescents and adults. The conference, which was arranged by the Minister for Gender Equality, aimed at highlighting the vulnerability of young people and the responsibility of adults to create positive role models for adolescents as regards sex.

- Organisations working on behalf of immigrant women have received financial support for projects and other efforts in this field.

- Organisations working on behalf of disabled women have also received financial support for projects and other efforts in this field. Disabled women subjected to violence are a very vulnerable group because of their dependency of other persons.

- The Government has, in the year of 2000, established a National Council on Violence Against Women. The Council is to have an advisory role concerning matters on violence against women. It is to be a forum were the Government could exchange experiences and ideas with representatives of organisations and researchers that are committed to these matters. The Minister for Gender Equality Affairs chairs the Council which consists of representatives of NGO:s, popular movements, research-disciplines, social partners and representatives of the public sector concerned. The Council is established for a period of two years, and thereafter its activities are to be evaluated.

- The Government has set up a website on issues related to violence against women (www.naring.regeringen.se/fragor/jamstalldhet). The website is administered by the Division for Gender Equality at the Ministry of Industry, Employment and Communications.

Part II

Article 7

Comments under this Article will be made on sub-paragraphs (a) - (c) in that order.

Electoral turnout

Sweden has a long tradition of high electoral turnout. The turnout at the latest election decreased from 87 per cent in 1994 to 81.4 per cent in 1998, the lowest percentage in many years. Generally, women have a slightly higher participation rate than men and, in the 1998 election, women in the age group 60-64 had the highest rate of 90.8 (± 1.7) per cent.

The Riksdag and the Government

Since the 1994 general election, the Swedish Government has been composed of an equal number of men and women. Furthermore, the women ministers are responsible for areas not traditionally considered to be part of the "female" sphere, such as justice, communications, foreign affairs and agricultural policy.

In the Riksdag women have 43 per cent of the seats, an increase of 3 per cent since 1994. The following table shows the distribution of men and women in the Riksdag in percentage and numbers within the seven political parties.

Composition of the Riksdag, 1998

Political party	No.		Per cent	
	W	M	W	M
Moderates	25	57	30,5	69,5
Centres	10	8	55,6	44,4
Liberals	6	11	35,3	64,7
Social Democrats	65	66	49,6	50,4
Left Party	18	25	41,9	58,1
Green Party	8	8	50,0	50,0
Christian Democrats	17	25	40,5	59,5
All political parties	**149**	**200**	**43**	**57**

Source: the Swedish parliament

There are 16 parliamentary Standing Committees. The Standing Committee on Justice has the highest representation of women (65per cent). In 12 Committees, women constitute more than 40per cent of the members. A woman chairs seven of the 16 Committees. The distribution of the Chairpersons' seats follows, in most cases, a traditional division into "male" and "female" spheres. Women head Committees such as the Social Insurance Committee, the Health and Welfare Committee and the Cultural Affairs Committee. Women also head the Committee on Justice, the Committee on Civil-Law and the Committee on Transport and Communications. Men head committees such as the Constitution Committee, the Taxation Committee, and the Industry and Trade Committee.

Municipalities and County Councils

There has been no change in the representation of women in municipalities (41 per cent) and county councils (48 per cent) since the writing of the last report.

In 1996, the Swedish Government granted funds to both the Swedish Association of Local Authorities and the Federation of County Councils for a project aimed at, inter alia, stimulating increased female representation on municipal committees and boards. The purpose of the project was to support women in their political role, to highlight men's view on gender equality and to develop working methods aimed at increasing female representation. An important part of the project has been to improve chances of reconciling political role, family and working life. The experience gained from the project has resulted in the production of method material and a video, which have been presented at various seminars in the fall of 1999.

Government boards

In 1999, the total share of women on central government boards was 46 per cent and 43 per cent on regional governmental authorities' lay boards. This implies that the aim of the equal representation of men and women on central government and regional boards, stipulated in the Swedish Government's ten-year plan (see the Fourth Report from Sweden), had not yet been achieved.

The proportion of women on the boards of government-controlled companies in 1999 was 28 per cent. The Government's target is an increase in female representation on the boards of government-controlled companies to at least 40 per cent by the year 2003.

Central governmental boards

In 1999, women constituted 46 per cent of the members of central governmental boards. In 1995 the same figure was 42 per cent. Of the central boards, a woman chaired 28 per cent, which is a six-percentage point decrease since 1998.

Regional governmental lay boards

At regional level, women constituted 43 per cent of the members in 1999. The same figure in 1995 was 34 per cent. The Government has fewer opportunities to influence the nomination procedure at regional level.

Measures to boost female representation

The measures taken so far to enhance female representation on government boards can be divided into three groups: stricter internal procedures when the Government makes board appointments, various incentives to boost the proportion of women, and the highlighting of gender-based division through the dissemination of statistics.

Clear-cut directives exist on how to proceed when drafting members for boards and central government committees. Those who make nominations, for instance, are always required to submit the names of both women and men. Incentives have mainly involved the provision for funding to national agencies and organisations, etc, for projects and other activities.

In the case of representatives on central government boards and committees, the Government is in a position to directly influence developments. The Government's target is a balanced distribution of the sexes on central government boards and committees by the year 2001 at the latest.

Article 8

After Sweden's accession to the European Union in 1995, the Swedish Government made efforts to influence the appointment of men and women to positions within the EU institutions. However, the Government's ability to influence recruitment is restricted to top-level positions (A1) and, to some extent, director positions (A2). As of February 1999, 97 Swedish women officials and 158 men, in total 255 officials, were working for one of the EU institutions at A-level. Of these, a majority, 161 officials or 65 women and 96 men, were working for the Commission. It is worth noting that, as of 1 February 1999, eight of 15 Swedish officials at Unit Director level at the Commission were women.

The total number of Swedish employees working for one of the EU institutions in February 1999 was 870, 558 of which were women and 312 were men. Of the 870 employees, 777 held a permanent contract and 93 a temporary. Of the employees with a permanent contract, 506 were women and 271 men. The corresponding figures for temporary employees were 52 and 41, respectively. The above figures imply that there is a clear predominance of Swedish women employees when looking at all ranking levels.

The most recent statistics on the representation of Swedish women in international organisations apart from the EU date from November 1999. At this time, there were 104 Swedish staff members in the UN Secretariat, 40 women and 66 men. Four women held positions at D-1-level in UNICEF (1), UNDP (1) and the UN Secretariat (2). At D-2-level, 3 women held positions in UNICEF (1) and the UN Secretariat (2).

In 1999, 117 Ambassadors and Consul Generals were working for the Swedish Ministry for Foreign Affairs. Of these, 14 (12 per cent) were women and 103 (88 per cent) were men. The corresponding figures for 1990 were 6 women to 86 men and for 1995, 11 women to 82 men.

Article 9

Article 9.1

Please see the Second Report from Sweden.

Article 9.2

Please see the Second Report and the Third Report from Sweden.

Part III

Article 10

Please see Sweden's Second and Fourth Report.

Article 10 (a)

Pre-school, primary, secondary and upper secondary school

Promoting gender equality is stressed in all school curricula. It is emphasised, for instance, in the curriculum of pre-school that schools will work to counteract traditional gender roles and patterns. To actively encourage girls and boys to develop their abilities and interests regardless of gender. The curricula for compulsory school states that all schools will promote women and men's equal rights and possibilities.

The gender equality work in school is a pedagogical issue, which demands teachers with knowledge and competence. There are differences between girls and boys in their study performance, influence, attention received from teachers, choice of study program in upper secondary school, et cetera. In compulsory school, girls perform remarkably better than boys, both with the new and the old grade system. Except for sports, boys obtain average grades to a further extent than girls while girls to a greater extent obtain top grades or close to it. Thus, it is of utmost importance that school activities are adapted to satisfy both boys' and girls' interests and socialisation.

Gender based study choices

The proportion of girls in the last year of compulsory school enrolling in the scientific program of upper secondary school has slightly increased since 1993 (34 per cent). In 1999, the proportion of girls was 40 per cent, which indicates an annual increase of one

percentage point. The total share of students in an age group enrolling in the scientific program in 1993 was 18 per cent. The corresponding figure for 1999 was 22 per cent.

A new technology programme has been introduced at upper secondary school level as of the year 2000. The new syllabus is designed to attract greater numbers of both girls and boys to this form of training.

School projects

In 1998, the Equal Opportunities Ombudsman initiated a project aimed at promoting gender equality and preventing sexual harassment at schools. The project resulted in courses on this subject for school personnel all over Sweden and a handbook on how to prevent gender-related bullying and harassment.

The Ministry of Education and Science has launched a "common basic values" project. It aims to support and encourage local efforts to promote basic democratic values in pre-school, school and adult education. Gender equality is an important issue in this connection. In the first year, the project identified the available knowledge and the experience in the area and in 2000 the material was analysed and assessed. The project was completed in March 2000. The project resulted in the production of educational material to stimulated discussions in pre-schools and primary schools on democracy, norms and ethics. Furthermore, a book and three in-depth reports addressed to adults were also produced.

The National Agency for Education has been commissioned to produce reference material on how to deal locally with common value issues such as gender-related bullying and harassment.

In 1999 the National Agency for Education was assigned to review, from a gender equality perspective point of view, how the education on sex education is being pursued in schools. This in turn lead to another assignment for the Agency to make a long-term strategically plans for the Agency's work with fundamental democratic values. This also

involves a strategy for the Agency's work with supporting gender equality work in school.

It is stressed in the syllabuses for compulsory school, for instance in the area of social studies, that students will be given the possibility to discuss and reflect upon sexuality, identity, love and gender equality.

Higher education

The universities university collages are principally responsible for gender equality endeavours in this sector. The Government's efforts to promote gender equality in higher education have consisted in striving for a more even distribution of the sexes in the faculties, seeking to break down gender-based subject choices among students, integrating a gender perspective into the teaching provided and boosting gender research.

To underline the responsibility of gender equality work on the part of universities and university colleges the Government introduced an amendment, in 1997, to the Higher Education Act (1992:1434) compelling universities and university colleges to actively promote equality between men and women in their work. The amendment entered into force in January 1999.

As a consequence of the 1995 regulations that compel the National Agency for Higher Education to promote gender equality in its work, the Agency appointed a Council for Gender Equality. The Council shall supply the Agency with ideas and constitutes a reference and proposals group for the Agency.

The Higher Education Ordinance was amended in 1998 to oblige universities and university collages to counteract sexual harassment of students. A definition of sexual harassment and the possibility of implementing disciplinary measures in sexual harassment cases were also introduced into the Ordinance.

Gender distribution in faculties and among students

In the academic year 1997/98, as in previous years, the proportion of women among all first year students at Swedish universities was larger than that of men (57 per cent women to 43 per cent men). In the same year, 61 per cent of those who graduated from post-secondary education (120 credits or more) were women.

As regards postgraduate studies, there has been an increase in the share of women compared with 1994/95. In 1997/98, 44 per cent of all newly admitted postgraduate students were women as opposed to 38 per cent in 1994/95. Thirty-two per cent of those who completed postgraduate studies in 1997/98 were women compared with 30 per cent in 1994/95.

In the academic year 1997/98, women constituted about one third of all teaching staff within the higher education system. Thirty-seven per cent of the research assistants, 25 per cent of the senior lecturers and 11 per cent of the professors were women. The corresponding figures for 1994/95 were 26, 21 and 7, respectively. Thirty-one of the 32 professorships created as a consequence of the 1995 Government Bill on equality between men and women within the education area (see the previous report from Sweden) have been appointed as of 1999, all the appointees are women. In a Government Bill in 1998, preliminary targets were set for the proportion of women among newly recruited professors at universities and university colleges for the period 1997-99. The Swedish Government is of the opinion that tripling the share of women professors over a ten-year period is feasible. The share of female professors in 2008 should be 25 per cent. The Government has made amendments to the regulations on appointment and promotion of teachers in universities and university colleges in the Ordinance on Higher Education so as to facilitate for universities and university colleges to reach the recruitment targets.

This matter has been tried in the Court of Justice of the European Communities. The Court rejected the amendments to the Ordinance on Higher Education because it is considered they automatically favour the underrepresented sex and breach the principle of

proportionality. The Court stated that an evaluation of merit must always be carried out objectively and all applicants must be evaluated in this objective manner. According to the Court sex may not take precedence over other merits in the evaluation. However, the Court accepted the appointment of an applicant of the underrepresented sex if the merits are equal or almost equal.

Universities and university colleges have been put under an obligation to report to the Government on individual goals for recruitment of women and deviations from such goals as well as the development of pedagogical training for teachers in gender equality. Universities and university colleges are obliged to present gender segregated statistics and measures aimed at achieving an even gender distribution in the recruitment of researchers and doctorates and in the request for postgraduate grants. They are also obliged to present measures aimed at supporting the underrepresented sex in research.

Funding has been earmarked for 32 professorships, mentioned above, for whichever sex is under-represented and for 10 guest professorships for women. In addition, 73 positions for postdoctoral fellows have been reserved for the underrepresented sex. This funding is being provided from 1995/96 up to and including the year 2002. Furthermore, funding have been allocated for guest proffesorships, doctorates and post-doc scholarships for women. This initiative has given positive results according to an evaluation carried out by National Agency for Higher Education.

All employment categories are now required to report back on progress in such areas as gender distribution in connection with recruitment to postgraduate studies, employment of postgraduate students, etc.

Gender based study choices

Men and women still tend to choose higher education in a gender based way. A new element was introduced into the Government's terms of reference for educational policy in the 1997-99 period. All institutes of higher education offering courses in natural science and technology were required to take steps to increase the proportion of women

in programmes where women were underrepresented. Institutions that trained nurses and teachers were charged with increasing the number of men in programmes where men were underrepresented. The measures introduced were to be detailed in the annual reports of the various institutions.

Integrating a gender perspective

The National Agency for Higher Education has been commissioned to develop instruction on gender equality for inclusion in both law studies and economics and business studies.

Issues of gender equality and violence against women has been integrated into the training programme for law students.

Promoting gender research

Gender research centres exist at nine universities and university colleges in Sweden. Several of these centres also pursue research on men and gender equality such as the centre at the University of Karlstad. Between 1997 and 1999, the following measures were taken as a consequence of the Government Bill on research and society, in order to increase gender research.

In September 1998, the Swedish Secretariat for Gender Research was inaugurated at the University of Gothenburg. Its main tasks are to survey gender research in Sweden, to disseminate the results of the research to work towards an increased awareness of gender mainstreaming and to analyse the possibilities of its development in all scientific fields. Additionally, at the University of Gothenburg the Women's Historical Collection has been transformed into a National Library with responsibility for research on women, men and gender.

In total, 18 new positions on gender research have been created in the country, six of which are professorships, and a new interdisciplinary research subject in the field of gender research has been set up at the University of Linköping. The Government has in

its research political Bill (2000/2001:3) proposed that funding will be allocated for 16 research collage, one of which is science of gender at the University in Umeå. The Bill will be debated and put to the vote in late November 2000.

The various research councils, placed under the auspices of the Ministry of Education and Science, are obliged to promote equality between men and women in their recruitment to working groups and priority committees. At the request of the Government, the Council for Planning and Co-ordination of Research has developed a gender research programme, which has augmented from SEK 3 million in 1990/91 to SEK 10 million in 1998. Notwithstanding the slow progress, the recruitment of women to the councils has increased in the past years. In general, if two applicants of the opposite sex have equivalent qualifications, the underrepresented sex is given precedence.

A joint group comprising representatives of a number of government agencies that fund research has been set up, (the Council for Planning and Co-ordination of Research, the Swedish National Space Board, the Swedish Council for Forestry and Agricultural Research and the Swedish Council for Social Research). Its task is to promote and co-ordinate the agencies' sponsoring activities in the interdisciplinary research sphere and to increase awareness both of the gender perspective in research and of the measures being taken in the gender equality field. An evaluation of the work done by this group will be presented at the end of 2000.

The Swedish Council for Planning and Co-ordination of Research (FRN) has been assigned by the Government to compile a gender research programme. In 1998 the programme received SEK 10 million in funding.

Article 10 (b)

Teachers and school leaders

Women continue to be in the majority among teachers in the compulsory school and in university training of teachers. Among employees in pre-school and leisure-time centres, men make up five per cent.

In order to counteract the female domination in the teaching profession, for a number of years the Swedish Government has granted funds to projects aimed at increasing the proportion of men in child care, pre-school and leisure-time pedagogical training programmes. An example of such a project is the exemption of the Stockholm Institute of Education from the regulations on eligibility requirements set out in the Ordinance on Higher Education so as to enable the college to admit men to the teaching programme through a preparatory year. Special measures on behalf of officers and other groups with post-secondary or university training are also being provided with the object of increasing men's interest in teacher training. To increase the proportion of men in teaching programmes has also been set up as a goal for universities and university colleges

In its official report, submitted to the Government in the spring of 1999, the Parliamentary Committee on Teacher Education recommended a range of measures aimed at increasing the number of men in the childcare and school systems. The Government has submitted a Bill to the Riksdag based on this report. The Riksdag adopted the Bill in late October 2000.

Miscellaneous

Class Grand-dad is a project supported by the county administrative board and the county labour board in Stockholm that addresses unemployed men over 50. The project aims at increasing the presence of male adults in schools.

Article 10 (c)

Please see Article 10 (a) of this report.

Article 10 (d)

Please see Sweden's previous report.

Article 10 (e)

Adult education

The share of women in municipal adult education has, for a long time, been twice as big as the share of men. Despite the fact that several municipalities have implemented measures aimed at attracting men exclusively, the share of men in adult education has not increased. In 1998, the largest proportion of men was found in large cities (39 per cent). The participants' choice of education programme was clearly sex stereotyped. However, there are indications that the gender-related choices are decreasing slightly.

In 1998, as regards qualified vocational training, men constituted 51 per cent of the newly enrolled and women 49 per cent, which is a three-percentage point increase for women compared with the previous year. Gender distribution between different programmes for this type of training follows the same sex-stereotyped trend. Also here, however, there have been signs of a reversing trend in the period 1996-98.

The Government has taken the initiative to implement a five-year adult education programme with 100,000 new places. The adult education programme, which commenced on 1 July 1997, is especially important for men and women in fields affected

by economic and structural changes, e.g. in health care and the manufacturing industries. The programme will also actively contribute to breaking the gender imbalance within the labour market. Additionally, the Government finds it necessary that the National Agency for Education continue its efforts to break the sex-stereotyped education choices and to attract unemployed men with little education.

Article 10 (f)

There have been no changes in this field since Sweden's Third Report.

Article 10 (g)

There have been no changes in this field since Sweden's Third Report.

Article 10 (h)

There have been no changes in this field since Sweden's Third Report.

Article 11

Article 11.1

Please see Sweden's Fourth Report.

Article 11.1 (a)

Women in gainful employment

By international comparison, a large proportion of Swedish women are in gainful employment. Despite the economic recession of the nineties, women have preserved their high labour market participation.

Labour force participation rate and unemployment rate among men and women, 20-64 years old, 1995-99

Year	Labour force participation rate		Unemployment rate	
	W	M	W	M
	per cent	per cent	per cent	per cent
1993	81	85	6.3	9.4
1995	80	85	6.7	8.3
1997	78	84	6.0	7.0
1998	77	83	6.0	7.0
1999	78	84	4.0	5.0

Source: Statistics Sweden

As can be seen from the table above, in 1999, 78 per cent of all women, 20 – 64 years old, were in the labour force. About 55 per cent of gainfully employed women work in the public sector and 45 per cent in the private sector. The corresponding figures for men are 20 and 80, respectively.

In Sweden, the recession of the 1990s reduced employment for women later than for men. Cuts in the public sector have had a negative impact on women and in the office

employment sector; some 100,000 jobs vanished in the past few years. Jobs in the municipal sector were reduced by roughly the same amount. The recession also hit permanent appointments, which have been superseded by temporary appointments. Temporary contracts have mainly increased among young women and the probable explanation of this is that such contracts are more common in businesses where women predominate, such as nursing and trade. During the first half of 1999, however, the increase in permanent appointments equalled the increase in temporary appointments. In 1999, the difference in the unemployment rate between the sexes fell to 1 per cent, from 3 per cent in 1993.

The creation of new job opportunities in recent years has served men better than women. The increase in new jobs has been remarkably intense since the fall of 1998, with an annual increase of approximately 100,000 job opportunities, which corresponds to 2.5 per cent of the labour force.

Article 11.1 (b)

Part-time work

In 1999, 35 per cent of gainfully employed women, 20 – 64 years, and 8 per cent of gainfully employed men worked part-time. Of those are 79 per cent women and 21 per cent men. The proportion of part-time unemployed women is 10 per cent of all gainfully employed women. The same figure for men is 4 per cent. Of all part-time unemployed persons are 71 per cent women and 29 per cent men.

The Government Bill 'Labour Law for Greater Growth' (Govt bill. 1996/97:16), which has been adopted by the Riksdag, contained amendments to the Security of Employment Act whereby part-time employees are given prior access to either longer hours or full-time employment should their employer require additional labour.

Many of the part-time unemployed, especially women, work in the field of health- and social welfare. The Government has set a target to halve the number of part-time unemployed in this sector during the period of November 1999 to November 2000. After that the Swedish Labour Market Board will make an evaluation.

Working hours are of central importance if women and men are to be able to combine jobs with parenthood. A working group was set up at the Government Offices with the task of providing more detailed basic information about working hours. During the spring of 2000 the working group presented assessments of the consequences of various changes in working hours for women and men and presented proposals as to how further efforts in this field might be made. The working group's final report is being drafted at present in the Government Offices.

Article 11.1 (c)

All government agencies in the labour market sphere are to actively promote men's and women's right to work on equal terms and to counteract the division of labour along gender lines. Several steps have been taken by the Government aimed at surmounting gender barriers in the labour market. Counteracting sex-segregation on the labour market is accorded high priority in Swedish gender equality policy.

Labour market measures and the gender-segregated labour market

In 1999, women's share in labour market measures was 47 per cent (48 per cent in 1998), which is a greater share than their share of the unemployed. However, if the part-time unemployed are included in the category of unemployed, women's share of the labour market measures is smaller than their share of unemployed. The share of men and women, respectively, in measures such as workplace introduction, work experience schemes, public temporary work for older people and employment training corresponded approximately to their share of the unemployed. Men, however, received recruitment

incentive grants to a greater extent than women. The share of women participants in measures aimed at increasing the number of women starting their own business in trade and industry was 45 per cent in 1999 (compared with 48 per cent in 1998).

In order for the Government to follow developments on the labour market from a gender perspective, the National Labour Market Board was commissioned, in 1996, to segregate all its statistics by gender.

In 1996, the Government instructed the Swedish National Audit Bureau to inspect the labour market measures administered by the Swedish National Labour Market Administration (which consists of the National Labour Market Board, the County Labour Boards of each county and the Public Employment Offices throughout Sweden.) from a gender perspective. The results of the inspection, carried out between 1992-96, were presented in the Financial Bill of 1999. The Bureau states that the Administration's chances of breaking sex-segregation on the labour market are limited, as a large share of the unemployed never contact an employment office when looking for a job. The Bureau also states that men and women participate in labour market measures largely corresponding to their share of the unemployed. However, it appears that through these measures men and women are placed in sex-stereotyped employment. In conclusion, men are found in relatively expensive measures to a greater extent than women.

Educational measures play an important role in counteracting sex-segregation on the labour market. However, vocationally oriented labour market education has only sporadically contributed to such a development. Women are still highly over-represented in nursing and administration training programmes and men in computer, manufacture and technology programmes. Also the employment offices work in a sex-stereotyped way. Men predominate among the unemployed who are offered manufacturing vacancies while women predominate among those offered vacancies in retail businesses, nursing and customer service.

For several years the Government has allocated funds, SEK 28 million, to the National Labour Market Board for activities counteracting gender segregation on the labour market and for training programmes for its own staff in gender equality issues. The funds are distributed to the County Labour Boards. All County Labour Boards carry out projects of various kinds in order to find methods to achieve a gender perspective in the contact with job seekers and employers. Also, surveys are performed on how the different labour market measures are distributed among women and men. The purpose of this is to be able to see if and what changes need to be made in the distribution of the labour market measures.

Various projects have been initiated within the Government Offices to continue efforts against gender segregation. In 1998, the Government appointed a Committee on Recruitment of Staff for Health Care and Social Services. The task of the Committee was to survey educational requirements and propose measures to facilitate the recruitment of staff for the health-care and social-service sector. The Committee was instructed to attach particular importance to reducing the gender gap in this sector, i.e. by increasing the proportion of men. The Committee's work was concluded in July 1999. As a consequence of this, the Government has directed the Labour Market Board to provide training for staff in sectors prone to redundancy so that they may be recruited to the nursing and community care sector. Furthermore, new places in nursing training programmes are to be created.

Another project, also initiated by the Ministry of Industry, Employment and Communication, aims at surveying and analysing, from a growth perspective, the impact of sex, class, ethnic background, age, sexual preferences and disabilities on labour market opportunities and entrepreneurship and how diversity in trade and industry affects growth. A final report will be presented in November 2000.

In October 1999 the Government decided to establish a council for gender equality for transport and IT, The Gender Equality Council for Transport and IT (Jämit). The main tasks of the Council include:

- monitoring and analyse, in both the long and short term, various issues of gender equality within the IT and transport areas,
- putting together gender equality orientated knowledge in these areas,
- submitting proposals as to how gender equality within these areas can be strengthen
- forming opinions and disseminate knowledge

In a sub-report (Government Official Report 2000:58) submitted to the Government in June 2000, the Council stated that as a technology IT is largely a male domain, although its applications meet the needs of women just as much as the needs of men. This dominance is sustained in different ways, through language, through the way in which women's approach to technology is being attributed lower value, through women rejecting technology and through men excluding women through de facto quotas. The point is therefore to have the will to change existing patterns and to identify the means for such a change. The Councils work is to be concluded 30 June 2001.

Measures to promote entrepreneurship among women

Women are underrepresented among those who start their own businesses; around 25 per cent of all entrepreneurs are women. In 1997, special inputs directed at these groups were therefore introduced. The Government has earmarked SEK 30 million for the 1998-2000 period for measures to encourage female entrepreneurs. The amounts of women who have started new enterprises have doubled during the 1990's, from 15 per cent to 31 per cent. The share of women entrepreneurs is higher at the end of the 1990's compared with the beginning of the decade. Female and male entrepreneurs exist at the same high level, 63 per cent of the new companies which have been started up by females and males, have still been in existence after three years.

A business loan for women became available in 1994. The loan can be granted to women starting up a business or to women that are already running a company. Between 1994

and 1998, a total of SEK 379 million was lent to over 5000 companies. Follow-ups show that each loan generates two job openings, which add up to around 10.000 new jobs.

The National Board for Industrial and Technical Development (NUTEK) has invested in a business consultancy for women. Local projects with female business consultants were launched in 1994 in 62 local authority areas. Today more than 110 municipalities have female business advisors working actively for increased entrepreneurship among women. Evaluation shows that this type of support for female entrepreneurs has led to between 15 and 45 business start-ups in each local authority area.

Regional and local resource centres for women have been set up in about 120 locations around Sweden. This undertaking is co-ordinated by NUTEK in consultation with the National Rural Development Agency via the National Resource Centre for Women (NRC). The aim of resource centres is to boost women's entrepreneurship and take initiatives for local development projects. Activities largely focus on women who want to start their own businesses. A number of resource centres have started special projects for young women, in co-operation with the National Board for Youth Affairs.

ALMI Business partner Inc. has also been commissioned to develop information material and an advisory service designed for women.

Miscellaneous

A new provision was introduced into the Security of Employment Act on 1 January 2000 limiting the length of stand-in employment. The provision stipulates that a term of stand-in employment that has lasted longer than three years over a five-year period be transformed into employment on a permanent basis.

Article 11.1 (d)

Please see Sweden's previous reports.

The intentions of this sub-paragraph are safeguarded through the Equal Opportunities Act. The prohibition in the Equal Opportunities Act against unlawful pay discrimination as well as recent and proposed amendments are described under Article 2, sub-paragraphs (b) and (c) in the previous report and in this report.

Women's wages/salaries in per cent of men's 1991-1998

	1991	1994	1998
White-collar workers	75	75	75
Blue-collar workers	90	91	91
Government level	85	83	84
Municipal level	87	86	89
County level	74	74	71

Source: Statistics Sweden

Measures to reduce the wage gap

The Government is seeking by various means to tackle the problem of the unwarranted pay differentials that currently exist between women and men.

Central wage statistics

Central wage statistics are vital for the Government and The Riksdag's ability to follow developments in wage setting and allow experts to conduct a deeper analysis of wage differentials between men and women than was previously the case. Statistics Sweden (SCB) and the National Institute for Working Life have been directed to work on

developing pay statistics so that they provide a basis for a more detailed analysis of pay differentials between women and men.

Job evaluation system

Following a decision by the Government, a special research and development programme for wage formation and job evaluation was launched in 1994 at the National Institute for Working Life. The final report of the programme was presented in September 1999. Within the programme, which has involved over 40 projects that have mainly focused on job evaluation, wage experts developed a gender-neutral job evaluation system that has been tested by many local authorities and county councils. The results of the job evaluation efforts undertaken as part of the programme demonstrate unequivocally that many female occupations are underrated and that the pay differentials that exist cannot be explained in terms of differences in the job requirements. Nursing auxiliaries, assistant nurses and municipal child day-care attendants, for instance, often score higher points in job evaluation than a number of male occupations, yet men's jobs are consistently better paid.

To disseminate the knowledge and the experience gained from this program, several conferences have been arranged. The Equal Opportunities Ombudsman is in charge of the follow-up of the programme.

Other measures

A Bill on wage formation was tabled in 1999 (Government Bill 1999/2000:8). The Bill includes a proposal for the establishment of a new authority named the Arbitration Institute. The Riksdag adopted the Bill in March 2000. The Arbitration Institute was established on 1 June 2000 and was assigned the task of mediating in labour disputes and working to achieve efficient wage formation. The Institute is responsible for the annual publication of a re port on wage trends with a chapter dedicated to an analysis of wage trends from a gender equality perspective. The Institute will also be responsible for the

production of official wage statistics as from 1 January 2001. Improved wage statistics will increase the chances of following and analysing wage trends for women and men.

In the spring of 1999, the Minister for Gender Equality Affairs had consultations with Sweden's employers and trade unions with a view to speeding up their work on countering pay discrimination. These discussions are to be followed up.

The Equal Opportunities Ombudsman has received additional funds from the Government in 1997 and 1999 to enforce the focus on wage discrimination issues. (See Article 2, sub-paragraph (c).)

Sweden staged an EU conference in November 1999 entitled *Equal Pay and Economic Independence as a Basis for Gender Equality*. Among those invited to attend were the EU ministers responsible for gender equality affairs, the applicant countries, the Nordic countries and representatives of employer and trade union organisations.

Article 11.1 (e)

Social Security

The reformed pensions system

The gender gap that has characterised the labour market is reflected in the retirement pension system. Men usually have higher pensions than women. Men's income from pensions chiefly comprises supplementary pension (ATP) disbursements while women's pensions derive to a relatively large extent from basic coverage. The new reformed retirement pension scheme has a number of redistribution policy features such as a special entitlement for parents taking out leave during the child's first four years. This special entitlement is added to the retirement pension due to the parents based on what they earned through gainful employment during those four years.

The reformed retirement pension scheme does not take estimated average life expectancy into account. Women tend to live longer than men, and thus should in principle receive a smaller retirement pension. Instead, however, the calculation factor is the same for both women and men. As women on average are paid less than men, basic coverage is expected to be of major importance for women in the future as well. The reformed retirement pension scheme contains a guaranteed pension that is higher than the basic coverage provided today.

Social insurance

The National Social Insurance Board (RFV) administrates national social insurance. Since 1997, the Board is under the obligation to scrutinise and analyse all proposals and activities from a gender perspective. In 1997, the Board conducted a survey of benefits and allowances distributed by the authority and the local social insurance offices from a gender perspective. In its final report, the RFV states that social insurance regulations have an equal impact on men and women with the exception of economic benefits related to disease and handicap. Study material has been produced to highlight the impact of the personal values of the people administering social insurance when taking decisions in individual cases.

Occupational injury insurance

Due to the 1993 amendments to the occupational injury insurance, which involved a sharpening of the proof regulations, the assessment of women's work-related injuries has become more restricted. The difference in injuries between men and women are that women generally suffer from strain injuries, which are considered to be more difficult to appraise, whereas men suffer from other forms of injuries, perceived as more easily assessed. In 1998, the frequency of rejection was 39 per cent for women and 31 per cent for men.

As it is important to continue to scrutinise the national work injury insurance scheme the Government arranged a knowledge seminar in December 1999, to gather vital information on present knowledge of gender differences in occupational injury assessment.

In mid October 2000 the Government assigned the RFV with the task of analysing the occupational injury insurance to be able to assess necessary amendments to the insurance. Great importance will be attached to the insurance effect on women. The RFV will present its work in spring 2001. Thereafter further work will be processed by the Government Offices.

Care of the elderly

The Government's Budget bill for the year 2000 emphasises that a gender perspective is to inform all undertakings in the social care domain.

The Government has requested the National Board of Health and Welfare to closely follow developments in the area of care of the elderly until 2000. In its report from 1998, the Board states that as a result of financial cuts in old-age care this decade, the burden of caring for the old has been transferred to relatives, especially women. Apart from the relocation of the work burden, the cuts have not affected women in need of care more than they have affected men.

In June 1998, The Riksdag approved the Government Bill on future care of the elderly policy, in which the importance of applying a gender equality approach to all activities in the area of social care is stressed. In addition, a committee on elderly issues has been appointed with the aim of creating favourable conditions for a long-term development of national policies in this sphere. The committee is to present its results by 1 May 2003.

Women with disabilities

The Office of the Disabilities Ombudsman, which was set up in 1994, has been requested to study the situation of women with disabilities and report its findings to the Government. As part of this work, the Ombudsman has urged its authorities to present sex-segregated statistics on disabled people. The research of the Ombudsman together with improved statistics has served to highlight gender discrimination in the disability area. A survey conducted in 1995 indicates several cases of discrimination of disabled women as regards societal support, access to the labour market, early retirement pension, et cetera.

In addition to the above-mentioned work, in 1999 the Ombudsman presented two reports to the Government on the application of the Law on taxi service for disabled people and on how the county administrative boards integrate a disability perspective into the area of gender equality. The first report concludes that women are discriminated in comparison with men as regards access to taxi services for disabled people. The second report concludes that people with a disability are hardly mentioned in county administrative boards' policy and other documents.

The National Agency for Special Educational Support has analysed the regional special upper secondary schools for severely disabled students from a gender equality perspective. The results indicate an uneven gender distribution in upper secondary schools for adolescents with a physical disability. In 1997, 43 per cent of the students were girls and 57 per cent boys. The corresponding figures for 1996 were 34 and 66, respectively.

Women with disabilities are also discriminated as regards access to disability benefits, to nursing benefits, mobility allowance and assistance benefits. For instance, in 1994, more women than men applied for disability benefits but more men than women were granted benefits. Of the people granted benefits, men, to a greater extent than women, were granted the maximum amount.

An official report on how men and women with disabilities are received by authorities (Swedish National Official Reports 1998:138) presents several factors that may result in differences in the reception of women and men with disabilities. Bearing in mind the inquiries conducted in the area of disability, the Swedish Government is of the opinion that gender equality is still remote in disability policy. An explanation of this situation could be society's attitude to people with disabilities. Rather than being perceived as men and women in the first place they are perceived are disabled persons.

In the spring of the year 2000, the Swedish Government presented a national action plan containing measures aimed at improving conditions for men and women with disabilities, which was adopted by The Riksdag in May 2000. The Government considers that determined political efforts are needed in order to ensure that people with disabilities are guaranteed full participation, dignified treatment and the opportunity to make decisions that affect their own lives. These efforts shall pursue the following national objectives: a social community based on diversity, a society designed in a way that allows people with disabilities of all ages full participation in the life of the community and equal living conditions for girls and boys, women and men with disabilities. A national accessibility centre is to be established, existing buildings and other public places must be made accessible for people with disabilities by 2010. Government authorities are to be given special responsibility for ensuring that a disability perspective permeates all areas of society. The Government will deliver a written communication to the Riksdag in spring 2002 containing an account of the implementation of the national action plan. It is important that the gender dimension is integrated at all levels in the implementation of the plan.

A gender programme for social welfare

In the autumn of 1997, the Ministry of Health and Social Affairs initiated a development programme entitled *'Gender Programme for Social Welfare'*. The purpose of the programme is to ensure public access to quality care and service on equal terms,

irrespective of gender, and is part of efforts to introduce a gender equality perspective into all activities. The programme will be concluded in September 2001.

Article 11.1 (f)

Please see previous reports from Sweden. As regards sexual harassment, see Article 2, sub-article (b) of this report. As regards working hours, see Article 11.1. sub-article (b) of this report.

Working conditions

Working life policy should promote gender equality and a healthy working environment. Importance should be given to skills development, flexible work organisations and new technology.

The National Board of Occupational Safety and Health, together with the Labour Inspectorate, has been entrusted with the task of highlighting women's working environment. In its report on ill health and accidents related to women's and men's possibly different working environments, the Board establishes that there are differences in women's and men's working conditions as regards risks, ill health and accidents. In March 1999, the Board devised a strategy for addressing the different working conditions of men and women. The strategy emphasises the importance, in all the daily work at the Occupational Safety and Health Administration, of preparing analyses, carrying out supervisory activities and evaluating results with reference to the different working conditions of men and women.

The National Institute for Working Life is currently conducting projects in the areas of labour market, work organisation and the working environment aimed at highlighting women's conditions on the labour market. In 1999, the Institute commenced a research and development programme named Gender and Work. The programme, which will

launch various projects for six to eight years ahead, apart from counteracting sex-segregation on the labour market and increasing equality between men and women, aims at decreasing gender-related health risks.

In order to increase the amount of gender research in the Council for Work Life Research, gender equality has been introduced as an over-arching area linked to an external reference group headed by the Director-General of the Council. The group is to offer counselling in the area of gender equality and may take initiatives for meetings with the Council. At present, the Council financially supports approximately 50 research and development projects, many of them in management and leadership, with a gender perspective. One of these projects is the research project on Gender, Work and Technology at the University of Linköping, which aims at studying the implications of the labour market changes for men and women.

The Working Life Delegation presented its final report on working life at the close of the millennium (Swedish National Official Reports 1999:69) in June 1999. The aim of the Delegation was to identify important development tendencies in working life and to analyse problem areas. The report suggests, inter alia, that society's security system should be developed in order to achieve a sustainable working life, that freedom of speech at the work place should be expanded, that vocational training for leaders and managers be created and that individual competence accounts should be introduced to allow employees to develop their skills.

The Government has appointed a working group at the Government Offices with the task of analysing the increase in work-related stress and ill health. The report from the Working Life Delegation (mentioned above) is used as a base for these efforts. The working group will conclude their work at the end of 2000.

Article 11.2

Article 11.2 (a)

Article 11.2.(b)

Please see the previous reports from Sweden. As regards parental leave benefits, see Article 4.2.of this report

In order to harmonise Swedish legislation with Council Directive 92/85/EEC (see also Article 11.2.d.) an amendment, which entered into force in July 2000, was made to the Swedish Parental Leave Act. A female employee is entitled to full leave in connection with her child's birth during a continuous period of at least seven weeks prior to the estimated time of delivery and seven weeks after the delivery. Two of these seven weeks shall be compulsory during the period before or after the birth. A female employee is also entitled to be on leave for breastfeeding.

Article 11.2 (c)

Please see Sweden's previous reports. As regards the issue of facilitating for parents to combine work and family commitments, see also article 4.2 of this report.

In April 1999, the Swedish Government appointed a working group to develop proposals for the introduction of a public pre-school, pre-school activities for job seekers' children and a maximum fee for child care. Children of unemployed parents lost their right to child-care in the mid-nineties due to financial cuts. In its official report, submitted to the Government in September 1999, the working group stated that the re-introduction of the right to child care for children of unemployed parents, in addition to offering pedagogical support and stimulus to the children, would enable the parents to intensify their job-

seeking activity and thus increase their probability of getting a job. As regards a maximum fee for child-care, the working group was of the opinion that the introduction of such a fee would favour gender equality as it would reduce the marginal effects caused by the present income-related and time-related child care fees. Such marginal effects are known to have a particularly severe impact on women, low-income workers and single parent families and, thus, constitute an obstacle to equality between men and women. In the spring of 2000 the Government submitted a Bill to the Riksdag based on this report. The Bill will be debated and put to the vote in November 2000.

Since the Government gives high priority to the issue of facilitating for parents to combine work and family commitments, the Government will propose amendments to the Parental Leave Act. The aim of the amendments is to strengthen the position of the employee with regard to the distribution of the leave and to give the employee more influence on his or her working time. The amendments will also make the system more flexible. There are basically two amendments to be proposed:

- The first amendment concerns *who may decide* on the distribution of the leave. Today the employer decides on the distribution of the leave. In order to better balance the interests of the employer and the interests of the employee, the Government will propose that the employee will have a greater influence on the distribution of the leave, with regard to leave in the form of a reduction of normal working time.
- The second amendment concerns the provision saying that *the leave should normally be spread all over the weak*. In order to reach a greater flexibility, the Government will propose that this provision shall be deleted. It will be replaced by a provision saying that the leave, in the form of reduction of normal working time, may either be spread all over the weak, or be distributed on one or several specific days.

The proposed amendments will come into force 1 July 2001. A Government Bill will be submitted to the Riksdag in late November and the Bill will be debated and put to the vote in the spring of the year 2001.

Article 11.2 (d)

Please see Sweden's Second Report, Article 11.1, sub-paragraph (f).

In 1994, the National Board of Occupational Safety and Health issued an Ordinance aimed at harmonising Swedish legislation with Council Directive 92/85/EEC (mentioned above 11.2.b.) The Directive deals with the introduction of measures to encourage improvements in the safety and health at work of pregnant employees and employees who have recently given birth or are breast-feeding. The Ordinance obliges the employer to carry out a risk assessment of the working environment when certain work environment factors are present, such as noise, extreme temperatures, the presence of biological agents and heavy metals. If the assessment indicates that the exposure to the above-mentioned factors may entail a risk to the woman's health or is liable to have a harmful effect on pregnancy or breast-feeding, working conditions must be altered so as to eliminate the risk. If this is not possible, the employee shall be moved to other duties or, in the last instance, be granted leave of absence for the necessary length of time.

Article 11.3

Please see Sweden's Second Report, Article 11.1, sub-paragraph (f) and to this Article in Sweden's Fourth Report.

Article 12

Article 12.1

Article 12.2

Please see Sweden's Second Report under this Article and the Fourth Report.

Several public inquiries conducted in the past years, such as the Swedish National Public Health Report 1996:13, the Public Health Report of 1997 and the reports of the National Public Health Commission (HSU 2000), indicate differences in health and use of health care between men and women. There are still differences today as regard average length of life. In all age groups, men have a higher death rate due to disease than women. At the same time, men perceive themselves as more sound. Women use the health care system to a greater extent than men and also consume more pharmaceuticals. On the other hand, investigations show that men are favoured in certain respects. They are subscribed more expensive pharmaceuticals than women and have access to more expensive rehabilitation. In addition, men dominate strongly in pharmaceutical investigations on healthy test subjects. To a great extent, men are perceived as the norm in Swedish health care.

The Government has appointed a National Public Health Committee with the task of drawing up a proposal for national public health targets. A final report will be submitted at the end of the year 2000, in which the Committee intends to present its national targets and strategies for public health in Sweden.

A priority area of the Swedish Government in this context is reproductive health and rights, both in a bilateral context and in the follow-up to the world conferences in Cairo and Beijing. In 1998, Sweden had extensive discussions on methods for gender mainstreaming in health analyses and operations, and Sweden provided extra funds in order to promote a more active role for the World Health Organisation (WHO) in this area. In the autumn of 1998, funds were given to the United Nations Population Fund (UNFPA) for a study through the International Reproductive Rights Research Action Group (IRRRAG) aimed at demonstrating different views among men and women regarding reproductive issues such as the right to have - or not to have - children, sex outside marriage, violence related to sex, abortion, et cetera.

Article 13

Article 13 (a)

Article 13 (b)

Please see Sweden's Second Report.

Distribution of economic power between men and women

The Commission on the Distribution of Economic Power and Financial Resources between Men and women (see Sweden's Fourth Report) submitted its final report, *Ty makten är din*.... ("For the power is yours…"), to the Government in 1998. The report was preceded by 13 studies on various themes relating to the issue of gender and economic power. The work of the Commission has provided increased knowledge of the distribution of economic power between men and women in Sweden. The Commission's final report was sent to a large number of organisations and government authorities for their views, which have been compiled into a report. The Ministry of Labour produced a short summary of the Commission's findings in both Swedish and English. In addition, the county governors have been granted SEK 1.5 million to invest in conferences on economy, power and gender. Finally, researchers who were involved in the work of the Commission have participated in conferences and seminars in Sweden and abroad and several colleges have arranged distance seminars.

Measures relating to women and the economy

In the past years, the Swedish Government has taken several measures relating to women and the economy, some of which are addressed in the report of the Commission on the

Distribution of Economic Power and Financial Resources between Men and women (mentioned above). In November 1997, the Government initiated a preliminary study regarding gender equality labelling of companies/organisations, products and services. The aim of the study is to analyse the possibility of introducing a voluntary gender equality labelling system in Sweden that would give consumers greater power and stimulate companies and organisations to increase gender equality. The study, which includes a model for a gender equality labelling system, was submitted to the Government in August 1998. A commission has been appointed to further investigate the feasibility of such a labelling system and will present its results by the summer of 2001.

In July 1998, the Government appointed a commission of inquiry to review parts of the Equal Opportunities Act. The instructions to the commission largely include the proposals for law amendments made by the Commission on the Distribution of Economic Power and Financial Resources between Men and Women. (For more information, see Article 2, sub-paragraph (b).)

In February 1999, the Government decided to appoint a committee to conduct a welfare balance sheet for the 1990s. Areas covered in the final report of the Commission on the Distribution of Economic Power and Financial Resources between Men and Women are to be addressed by the committee. A final report will be presented in October 2001.

Future efforts as regards economic distribution between men and women will focus on integrating a gender equality perspective into all parts of the budget process. Consequently, a project will be launched 1 January 2001 within the Government Offices. Representatives from the Ministry of Finance, the Ministry of Education and Science, the Ministry of Industry, Employment and Communications will be active in this project.

Article 13 (c)

Please see the previous reports from Sweden.

The Government has charged Statistics Sweden to conduct a time-use survey of men and women. A similar study was conducted once before, in 1990. The survey, which is to be concluded in 2001, aims at increasing knowledge of the relation between paid and unpaid work.

Women's representation in sport

The proportion of women on the governing councils of the Special Sports Federations has increased from 24 per cent in the fiscal year 1994/95 to 27 per cent in 1998/99. The corresponding figures for the District Sports Federations are 35 and 38 per cent, indicating a 3 per-centage point increase in five years.

The proportion of women on the nominating committees of the Special Sports Federations has increased from 32 per cent in the fiscal year 1994/95 to 35 per cent in 1998/99. There has also been an increase in the share of women in top positions in sports (such as Secretary Generals, etc.) from 26 per cent in 1994/95 to 32 per cent in 1998/99.

The Leisure-time Committee

The Leisure-time Committee, appointed by the Government in 1995, presented its final report in 1996. It stipulates that the municipalities distribute the lion's share of public resources in the leisure area. In 1995, SEK 10 billion was granted to leisure-time activities, of which sport is clearly the predominant activity. Approximately 70 per cent, SEK 7 billion, was granted to subsidise establishments. The access to these establishments is not equally distributed between boys and girls. A second Commission,

the Commission on Sports, was created to address boys' and girls' access to publicly funded sporting activities. It proposed the creation of a leisure-time Council with the task of looking into the distribution of publicly financed sports activities between boys and girls. In June 2000, the Government charged the Swedish Sports Confederation with the task of initiating a project, together with the Swedish Association of Local Authorities and the Government Office, to deal with this issue. The project will continue for three years.

Article 14

Article 14.1

Article 14.2

The following comments refer to Article 14 in its entirety.

As a consequence of Sweden's accession to the European Union in 1995, in addition to Government funds, the County Councils now have at their disposal considerable funds allocated from the European Structural Funds. In the period 1990-97, The National Board for Industrial and Technical Development (NUTEK) conducted a review of the counties' regional project activities and found that 5 per cent of all projects related to gender equality. The corresponding figure for 1998 was 6 per cent. The gender equality projects accounted for 2 per cent of the funds granted from the European Structural Funds.

The financial support for starting up a business at regional level, mentioned in the Fourth Report under this Article, is an important tool for the expansion of enterprises to politically prioritised regions. For a business to receive such grants, 40 per cent of work opportunities created as a result of the launch of the new business have to be reserved for one of the two sexes. In past years, however, exceptions to the quota rules, in men's favour, have been necessary. Notwithstanding, there is consensus on the positive impact

of the quota rules for breaking the sex-segregated labour market, as they have stimulated employers to hire people from the underrepresented sex.

The regional resource centres for women as well as the project National Resource-Centre for Women, (mentioned under Article 11.1 sub-article c of this report), continue to be highly active. In 1998, a total amount of SEK 76 million was granted to stimulate women's entrepreneurship at regional and local level, which constitutes a 33 per cent fund increase compared with the previous year. Since the year of 2000 the project of the National Resource-Centre for Women has been integrated into the ordinary activities of NUTEK.

Part IV

Article 15

Article 15.1

Article 15.2

Article 15.3

Article 15.4

Please see Sweden's previous reports.

Article 16

Article 16.1

Article 16.1 (a)

Article 16.1 (b)

Article 16.1 (c)

Please see the previous reports from Sweden.

The number of divorces has decreased slightly since the writing of the Fourth Report. In 1998, there were 3.57 newly weds and 2.34 divorces per 1000 of the population, and 13.0 divorces per 1000 married. The corresponding numbers for 1994 were 3.90, 2.53 and 13.3, respectively.

The number of divorces reaches a peak for couples that have been married for 5-9 years (the peak in 1993 occurred between 0 and 4 years). From 9 years on the rate of divorces diminishes. Of the 21,009 divorces granted in 1997, the relation between the number of marriages and their duration was as follows: 23 per cent (0-4 years), 31 per cent (5-9 years), 26 per cent (10-19 years) and 20 per cent (20 years or more).

Article 16.1 (d)

Article 16.1 (e)

Please see the Second Report from Sweden.

In 1998, 75 per cent of all children born in Sweden lived with both parents. In 1990, the corresponding figure was about 79 per cent.

Moreover, in 1998, about 17 per cent of Swedish children lived with one of their parents (2 per cent with their father) and 7 per cent lived with one of their parents and another adult. The corresponding figures for 1990 were 15, 2 and 7 per cent, respectively.

Article 16.1 (f)

Please see the Second and the Third Report from Sweden.

Article 16.1 (g)

Please see the Second Report from Sweden.

Article 16.1 (h)

Please see the Second and the Third Report from Sweden.

Article 16.2

Please see the Second Report from Sweden.